

CIA

FEDERAL WOMEN'S PROGRAM BOARD

1982 ANNUAL REPORT

1. Throughout the last year the Federal Women's Program Board has represented the needs of women in the Agency with respect to their continuing professional growth and issues which affected them. Board members have given freely of their time to research issues in order to advise senior managers and the Office of EEO of women's concerns and also to bring essential person power to activities on behalf of women at a time when the resources available at the directorate level and in OEE0 have become more constrained and are directed more toward recruiting rather than continued professional growth.

2. Pursuant to paragraph I.f. of the Board's charter, a report of the Board's significant activities during calendar year 1982 is herewith submitted.

3. Two of the most significant activities initiated in calendar year 1981 were concluded during 1982.

a. Day Care Center Recommendation. A committee was established in 1981 to study employee support for day care facilities on or near Agency premises. The committee conducted an informal sampling of employees, the results of which indicated a widespread interest in a day care facility on the Headquarters compound. A recommendation was submitted to John McMahon, Executive Director, through D/OEE0 requesting that the possibility of allocating space in the new building for a day care center be investigated. In response, a memorandum was received from the Executive Director stating that the new building would not have adequate space to accommodate a day care center. The Board was asked to continue to monitor the situation for possible future consideration.

b. Review of An action officer from the Board was appointed to review the progress of a policy which deals with married Agency employees when one is transferred to a new location. The action officer worked closely with those drafting the changes on behalf of the Board and the FWPB was thoroughly briefed on changes which were incorporated.

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4. Several projects were initiated and completed in 1982.

a. Participation in Women's History Work. The Board sponsored the guest speaker during Women's History Week, 8-15 March. A committee was formed and nominations were made. Dr. Sharon Lord, Deputy Assistant Secretary for EEO and Safety at DOD, was invited to speak on 10 March. Dr. Lord was introduced by Mr. Fitzwater, DDA. The presentation was enthusiastically received by a capacity audience in the Headquarters auditorium.

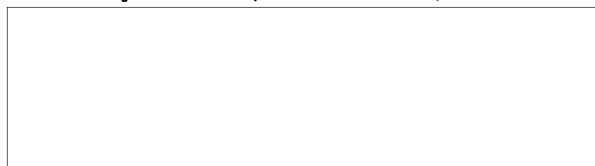
b. Charter Revision. In its continuing effort to be responsive to the needs of women in the Agency and to promote continuity on more detailed projects, the Board effected the following charter revisions: (1) Members' one year terms would be automatically renewable for an additional year unless the members or directorate requested otherwise, (2) The Board would advise senior management through D/OEEO as well as D/OEEO and the Federal Women's Program manager.

5. Two major Board projects which were conceived and planned in 1982 will be implemented primarily in 1983.

a. Career Assistance Seminars. The Board initiated and is sponsoring a series of career seminars directed primarily at women and presented monthly beginning in January 1983. The speaker for the first seminar was DDI Chief of the Product Evaluation Staff, Helene Boatner. The response to the seminars has been overwhelming resulting in audiences of 150 to 240 women and men. Scheduling for the seminars has been completed through June 1983.

b. Statistics Update. A committee was formed to update the Board and, if necessary, senior management through OEEO on the grade status of women in the Agency and possible gains and losses which have occurred in the last several years in order to facilitate Agency planning toward more equitable representation of women in management. The project is ongoing.

Respectfully submitted,



Chair, Federal Women's Program Board

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